

Transitional arrangements for the Work Health and Safety (National Uniform Legislation) Regulations 2011

Regulation	Key Points	Overview	Transition Period
Chapter 2 – Representation			
Part 2.1	Status of HSRs elected under the old workplace health and safety laws.	<ul style="list-style-type: none"> Elected HSRs under the old laws will be considered a HSR under the new law. HSRs will only be able to exercise their powers if they completed the HSR training under the old laws. Trained HSRs elected under the old laws are required to complete refresher training within 12 months of the commencement of the new laws. <p>HSRs that have not completed approved training will not be able to exercise any of the powers of a HSR until approved training is completed.</p>	12 months
Chapter 3 – General Risk and Work Place Management			
Regulation 42	The number of workers required to be trained to administer first aid at a workplace may need to be increased.	<ul style="list-style-type: none"> The new laws now require a PCBU to have adequate numbers of first aid officers at a workplace. <p>During the transitional period, a PCBU is required to comply with Regulation 52 of the old WHS Law.</p> <p>The NT Code of Practice for First Aid in the Workplace has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	12 months

Regulation 43	Duty to prepare, maintain and implement emergency plan.	<ul style="list-style-type: none"> The new regulations provide in detail what is required in an emergency plan. <p>During the transitional period, a PCBU is required to comply with Regulation 47(4) of the old WHS Laws.</p> <p>The National Code of Practice for managing the Work Environment and Facilities has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	12 months
Regulation 48	Workers undertaking remote or isolated work must be provided with an effective communication system.	<ul style="list-style-type: none"> A PCBU is now required to ensure that an effective communications system is provided to workers undertaking remote or isolated work. <p>During the transitional period, a PCBU is required to comply with Regulation 38 and 39 of the old WHS Laws.</p> <p>The National Code of Practice for managing the Work Environment and Facilities has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	12 months
Regulation 53	A PCBU is required to reduce the potential fire hazard at their workplace.	<ul style="list-style-type: none"> Flammable and combustible material must be kept at the lowest practicable quantity for the workplace. <p>Material includes waste liquids and gas cylinders (both full and empty).</p> <p>An existing duty holder will have the transitional period to achieve compliance.</p>	12 months
Regulation 54 to Regulation 55	Management of risks of falling objects and minimising risk associated with falling objects.	<ul style="list-style-type: none"> New requirement to manage and minimise the risk of workers being injured by falling objects. <p>An existing duty holder will have the transitional period to</p>	12 months

		achieve compliance.	
Chapter 4 – Hazardous Work			
Regulation 58	Requirement to provide audiometric testing to workers.	<ul style="list-style-type: none"> A PCBU who provides hearing PPE to workers must provide audiometric testing to those workers as set out in the Regulation. <p>During the transitional period, a PCBU is required to comply with Regulation 38, 39 and 42 of the old WHS Laws.</p> <p>The National Code of Practice for Managing Noise and Preventing Hearing Loss at Work has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	24 months
Regulation 59	Requirements on designers, manufacturers, importers and suppliers of plant regarding the emission of noise.	<ul style="list-style-type: none"> Designers and manufacturers are required to produce plant with the lowest noise emission as reasonably practicable. Designers, manufacturers, importers and suppliers all have requirements to supply adequate information regarding the noise emission of an item of plant. <p>During the transitional period, a PCBU is expected to comply with the relevant Regulations 9 to 12 and Regulations 84 to 87 of the old WHS Laws.</p>	12 months
Regulation 61	Requirements on designers, manufacturers, importers and suppliers of plant or structures in relation to hazardous manual tasks.	<ul style="list-style-type: none"> Designers and manufacturers are required to produce plant that reduces or eliminates the need for hazardous work to be carried out in connection with the plant or structure. Designers, manufacturers, importers and suppliers all have requirements to supply adequate information 	12 months

		<p>regarding the features of the plant or structure that reduces or eliminates the need for hazardous work on the plant or structure.</p> <p>During the transitional period, a PCBU is expected to comply with the relevant Regulations 9 to 12 and Regulations 84 to 87 of the old WHS Laws.</p> <p>The National Code of Practice for Hazardous Manual Tasks has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	
Regulation 68	The use of signs during confined spaces work.	<ul style="list-style-type: none"> • A confined space must be appropriately signed to: <ul style="list-style-type: none"> ○ Identify the confined space ○ Indicate the requirement for an entry permit to enter the confined space <p>During the transitional period, a PCBU is required to comply with Regulations 50 and 61A of the old WHS Laws.</p> <p>The National Code of Practice for Confined Spaces has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	12 months
Regulation 69	Requirement of communication and safety monitoring during confined spaces work.	<ul style="list-style-type: none"> • A safe system of work must be provided that includes: <ul style="list-style-type: none"> ○ Continuous communication with the worker, and ○ Monitoring of conditions within in the space <p>During the transitional period, a PCBU is required to comply with Regulations 61A(4) of the old WHS Laws.</p> <p>The National Code of Practice for Confined Spaces has been</p>	12 months

		approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.	
Regulation 74	Requirement for the development of emergency procedures.	<ul style="list-style-type: none"> There is a requirement to establish and practice first aid and rescue procedures for confined spaces work. <p>During the transitional period, a PCBU is required to comply with Regulations 61 and 61A of the old WHS Laws.</p> <p>The National Code of Practice for Confined Spaces has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	12 months
Regulation 78	Management of Risk of Fall.	<ul style="list-style-type: none"> Regulation 78 defines what a “risk of fall” is and the requirement for the risk be managed in accordance with Part 3.1 of the regulations. <p>During the transitional period, a PCBU is required to comply with Regulations 38 and 39 of the old WHS Laws.</p> <p>The National Code of Practice for Preventing Falls at the Workplace has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	12 months
Regulation 79	Specific requirements to minimise risk of falls.	<ul style="list-style-type: none"> Regulation 79 outlines a hierarchy of control measures to minimise the risks of falls. <p>During the transitional period, a PCBU is required to comply with Regulation 47A of the old WHS Laws.</p> <p>The National Code of Practice for Preventing Falls at the Workplace has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	12 months

Regulation 80	Requirement for emergency and rescue procedures where fall arrest system is used as control measure for fall hazards.	<ul style="list-style-type: none"> • A PCBU who uses a falls arrest system as a control measure is required to have emergency and rescue procedures in place. • These procedures must be tested to ensure they work and appropriate information and training must be provided to workers participating in the emergency procedures. <p>An existing duty holder will have the transitional period to achieve compliance.</p> <p>The National Code of Practice for Preventing Falls at the Workplace has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.</p>	12 months
Regulation 81	Requirement to hold a High Risk Work License.	NTWS has continued the transitional arrangement put in place when the National High Risk Work Licensing Standard was adopted in July 2010. High Risk Work licences will need to be transitioned in accordance with the table in the application guidance material.	4 years
Regulation 142	Requirement to notify the Regulator before carrying out any demolition work.	<ul style="list-style-type: none"> • Notice must now be given to NT WorkSafe in an approved form, five days before any of the following demolition work is undertaken: <ul style="list-style-type: none"> ○ Demolition of a load bearing structure or a structure that will affect the integrity of a structure more than six meters in height. ○ Demolition involving load shifting machinery on a suspended floor. ○ Demolition work involving explosives. 	12 months

		During the transitional period a PCBU is required to comply with Regulations 26 and Schedule 5 of the old WHS Laws.	
Regulation 150	Inspection and testing of electrical equipment.	<ul style="list-style-type: none"> Electrical equipment used in operating conditions which may cause damage to the equipment is now required to be inspected and tested by a competent person. Inspection and testing records must be kept. <p>During the transitional period a PCBU is required to comply with Regulation 62 of the old WHS Laws, which calls up Australian Standards AS3000 and AS3100.</p>	12 months
Regulation 151	Untested electrical equipment not to be used.	<ul style="list-style-type: none"> Electrical equipment used in operating conditions which may cause it damage, which have not been tested is not to be used. <p>During the transitional period a PCBU is required to comply with Regulation 62 of the old WHS Laws, which calls up Australian Standards AS3000 and AS3100.</p>	12 months
Regulation 154 to Regulation 162	Electrical work on energised electrical equipment is prohibited.	<ul style="list-style-type: none"> Electrical work on energised electrical equipment is prohibited with the exception of specific instances. Regulation 157 outlines when the work is permitted. <p>An existing duty holder will have the transitional period to achieve compliance.</p>	12 months
Regulation 164 to Regulation 165	The use and testing of Residual Current Devices (RCD).	<ul style="list-style-type: none"> Use of a RCD is required for the following: <ul style="list-style-type: none"> Electrical equipment used in a hostile environment. Electrical equipment moved between different 	12 months

		<p>locations which may cause damage to the electrical supply cord.</p> <ul style="list-style-type: none"> ○ Electrical equipment frequently moved during its use, and ○ Electrical equipment used as part of an amusement device. <ul style="list-style-type: none"> ● RCD is required to be tested <p>During the transitional period a PCBU is required to comply with Regulations 64 and 65 in relation to the use of RCDs and Regulations 65(3) and 63(4) of the old WHS Laws.</p>	
Regulation 166	Safe working distance from overhead and underground powerlines.	<ul style="list-style-type: none"> ● This new requirement is to prevent workers coming into contact with overhead or underground powerlines. <p>An existing duty holder will have the transitional period to achieve compliance.</p>	12 months
Regulation 168 to Regulation 169	PCBU must ensure fitness of workers by obtaining certificate of medical fitness.	<ul style="list-style-type: none"> ● A worker must not be allowed to conduct any diving work, including training, until a current certificate of medical fitness has been issued for the worker. ● Regulation 169 details the information required for the certificate of medical fitness. <p>During the transitional period a PCBU is required to comply with Regulation 168(b) of the old WHS Laws.</p>	6 months
Regulation 171	Competency / qualification requirements for general diving work.	<ul style="list-style-type: none"> ● Regulation 171 details the qualifications and competencies required to undertake general diving work. <p>During the transitional period, where a worker was engaged to carry out general diving work on a regular basis during 2011</p>	6 months to 12 months depending on the number of diving hours logged

		<p>and has logged at least 15 hours of such diving work, they will be deemed to meet the requirements of Regulation 171(a), but will have to obtain VET certificate identified in that regulation prior to 1 January 2013.</p> <p>Where the worker has not logged 15 hours, they can continue to undertake diving work provided they obtain the required VET certificate prior to 1 July 2012.</p> <p>Where a worker is engaged after commencement and does not meet the requirements of Regulation 171(a), they will have until 1 July 2012 to obtain the required VET certificate</p>	
Regulation 172	Competency / qualification requirements for incidental diving work.	<ul style="list-style-type: none"> Regulation 172 details the qualifications and competencies required to undertake incidental diving work. <p>The transitional arrangements are the same as for Regulation 171 above.</p>	6 months to 12 months depending on the number of diving hours logged
Regulation 173	Competency / qualification requirements for limited scientific diving work.	<ul style="list-style-type: none"> Regulation 173 details the qualifications and competencies required to undertake limited scientific diving work. <p>During the transitional period, where a worker was engaged to carry out harvesting and scientific diving work on a regular basis during 2011 and has logged at least 60 hours of such diving, they will be deemed to meet the requirements of Regulation 171(a), but will have to obtain VET certificate identified in that Regulation prior to 1 January 2013.</p> <p>Where the worker has not logged 60 hours, they can continue to undertake diving work provided they obtain the required VET certificate prior to 1 July 2012.</p>	6 months to 12 months depending on the number of diving hours logged

Regulation 174	Competency / qualification requirements for a person supervising general diving work.	<ul style="list-style-type: none"> Regulation 174 details the qualifications and competencies required to supervise general diving work. <p>An existing duty holder will have the transitional period to achieve compliance with the definition of competent person as defined in this regulation and Regulation 5(1).</p>	12 months
Regulation 176	Requirement to manage risk, including conducting a risk assessment.	<ul style="list-style-type: none"> The management of risks associated with general diving work is to be in accordance with Part 3.1 of the regulations. <p>During the transitional period a PCBU is required to comply with Regulations 38, 39 and 168 of the old WHS Laws.</p>	12 months
Regulation 177	Appointment of competent person to supervise.	<ul style="list-style-type: none"> A PCBU is required to appoint one or more competent persons to supervise the diving work and perform other duties required by the diving related regulations. <p>An existing duty holder will have the transitional period to achieve compliance.</p>	12 months
Regulation 178 to Regulation 179	<p>Dive plan requirement before commencing any general diving work.</p> <p>Diving work followed in accordance of prepared dive plan.</p>	<ul style="list-style-type: none"> A dive plan prepared by a competent person is required before the commencement of any general diving work. Regulation 178(2) details the specific information required in the dive plan. The PCBU must ensure, as far as reasonably practicable, that general diving work is carried out in accordance with the prepared dive plan. The PCBU must ensure that the competent person supervising the diving work communicates the dive 	12 months

		<p>plan before commencement of any diving work.</p> <p>During the transitional period a PCBU is required to comply with Regulations 43 and 168(e) of the old WHS Laws.</p>	
Regulation 180 to Regulation 181	Requirement to maintain and use a dive safety log.	<ul style="list-style-type: none"> • There is a requirement to maintain a dive safety log containing information specified in Regulation 180. • The PCBU or competent supervisor, if the work is being carried out on a vessel, must complete the dive safety log after each dive and the return of each diver is verified in the dive safety log. <p>An existing duty holder will have the transitional period to achieve compliance.</p>	12 months
Regulation 182	Record keeping requirements.	<ul style="list-style-type: none"> • Regulation 182 outlines the PCBU record keeping requirements for risk assessments, dive plans and dive safety logs. <p>During the transitional period a PCBU is required to comply with Regulations 38 and 168 of the old WHS Laws.</p>	12 months
Regulation 183 to Regulation 184	Requirements to conduct high risk diving work.	<ul style="list-style-type: none"> • All high risk diving work, including required competencies of workers, must comply with AS/NZS 2299.1:2007 (Occupational diving operations – standard operational practices). <p>During the transitional period a PCBU is required to comply with Regulation 168 of the old WHS Laws.</p>	12 months
Chapter 5 – Plant and Structures			
Regulation 187 to	Up Streaming Duties is a reference to the duties owed by those who are	<ul style="list-style-type: none"> • Requirements around the provision of information, guarding, emergency stops, warning devices, testing 	24 months for designers and 12

Regulation 200	part of the design, manufacture, imports and supply process for plant.	<p>etc from one duty holder in the process to the next</p> <p>During the transitional period, a PCBU is expected to comply with the relevant Regulations 9 to 12 and 84 to 87 of the old WHS Laws.</p>	months for all other identified duty holders
Regulation 201 to Regulation 202	Duties of PCBU that install, commission or construct plant or structures.	<ul style="list-style-type: none"> The duty requires the PCBU to have regarding to a range of health and safety issues. The two regulations provide specific details on the requirements. <p>During the transitional period, a PCBU is expected to comply with the relevant Regulations 12 and 87 of the old WHS Laws.</p>	24 Months
Regulation 208	Guarding requirements for plant.	<ul style="list-style-type: none"> Regulation 208 details when and how guarding is to be used on plant. <p>During the transitional period, a PCBU is expected to comply with the relevant Regulation 125(b) of the old WHS Laws.</p>	12 months
Regulation 210	Operational Control requirements for plant.	<ul style="list-style-type: none"> Regulation 210 details the requirements for operator controls on plant. Specific details are provided on the requirements on operator controls on plant that are required to be operated during maintenance or cleaning. <p>A PCBU with existing plant will have the transitional period to achieve compliance.</p>	12 months
Regulation 211	Emergency stop requirement for plant.	<ul style="list-style-type: none"> Regulation 211 provides specific requirements for emergency stop controls, including information on plant that requires more than one operator. <p>A PCBU with existing plant will have will have the transitional period to achieve compliance.</p>	12 months

Regulation 212	Warning devices requirements for plant.	<ul style="list-style-type: none"> Regulation 212 details the requirements for warning devices on plant that has been designed to include or requires such a device. <p>A PCBU with existing plant will have will have the transitional period to achieve compliance.</p>	12 months
Regulation 216	Roll over protection requirements on tractors.	<ul style="list-style-type: none"> Regulation 216 details the requirements for roll over protective structures on tractors and details when a roll over protective structure is not required. <p>A PCBU with an existing tractor will have the transitional period to achieve compliance.</p>	12 months
Regulation 217	Protective structures on earthmoving machinery.	<ul style="list-style-type: none"> Regulation 217 details the requirements for roll over protective structures on earthmoving machinery and details when a roll over protective structure is not required. <p>A PCBU with existing earthmoving equipment will have the transitional period to achieve compliance.</p>	12 months
Regulation 221	Plant used in connection with tree lopping is excluded from certain parts of Regulation 220 due to the nature of the work.	<ul style="list-style-type: none"> This is a new regulation that supports current practice in the NT. <p>This regulation commences on 1 January 2012.</p>	None
Regulation 225	Requirements for the use of scaffolding.	<ul style="list-style-type: none"> There is now an additional requirement to have a scaffold inspected every 30 days. A PCBU also has a requirement to prevent unauthorised access on scaffolding. <p>During the transitional period, a PCBU is expected to comply</p>	12 months

		with regulation 133 of the old WHS Laws.	
Regulation 272	Change to registration period for plant.	<ul style="list-style-type: none"> Registration of plant will move from a life time registration to a 5 year registration <p>Where an item of plant was registered before 1 January 2012 and a current Certificate of Inspection was held in relation to the item of plant, and that item of plant is required to be registered under the WHS (NUL) Act, then that item of plant will be deemed to hold a temporary registration.</p> <p>A condition of the temporary registration is that the PBCU with management and control of the plant provides NT WorkSafe with an inspection certificate that would have been required under Regulation 99 of the old WHS Laws. This certificate can be provided by a person who was a designated plant inspector under the old WHS Laws. The inspection certificate must be provided to NT WorkSafe before 1 January 2013.</p> <p>The temporary registration expires in accordance with the table in the Guide to Registering Plant, and the PBCU with management and control of the Plant will need to renew that registration prior to the expiry date.</p>	12 months to 5 years
Chapter 6 – Construction Work			
Regulation 308 to Regulation 314	Definition of “construction project” and defines who the Principal Contractor is with associated duties.	<p>Principal Contractor duties will be triggered when the construction project is valued at \$250,000 or more.</p> <p>During the transitional period, a PCBU is expected to comply with Regulation 133A of the old WHS Laws.</p>	12 months
Regulation 306	Requirements when trenching being undertaken.	<ul style="list-style-type: none"> Ensure the trench is secure from unauthorised access and ensure that the sides are adequately supported <p>During the transitional period, a PCBU is expected to comply</p>	12 months

		with Regulation 145 of the old WHS Laws.	
Chapter 7 Hazardous Chemicals			
Regulation 329 to Regulation 350	Classification, labelling and placarding of hazardous chemicals at the manufacture /supplier stage.	<p>To be classified in accordance with the Global Harmonised System of Classification and Labelling of Chemicals published by the UN.</p> <p>The reclassification and labelling will occur at the manufacture and supplier stage over the next 5 years.</p> <p>A PCBU will be compliant with the requirements during the transitional period if they have hazardous chemicals classified, labelled and placarded in accordance with the transitional standard (including the Australian Dangerous Goods Code).</p> <p>The National Code of Practice for Labelling of Hazardous Chemicals has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with these regulations.</p>	5 years
Regulation 367	Notification of abandoned tanks.	<ul style="list-style-type: none"> New duty to notify NT WorkSafe of an abandoned tank. <p>This is a new duty that will not commence until 1 January 2013.</p>	12 months
Regulation 376	Requirement to provide a health report to the Regulator.	<ul style="list-style-type: none"> Requirement to report health monitoring outcomes to NT WorkSafe in certain circumstances. <p>During the transitional period, a PCBU is expected to comply with Regulation 69E(1)(b) of the old WHS Laws.</p>	12 months
Regulation 390 to	Management of risk and pipeline builder's duties.	<ul style="list-style-type: none"> Management of risk when building pipelines. Notification requirements when pipeline conveys 	12 months

Regulation 391		<p>hazardous chemicals.</p> <p>An existing duty holder will have the transitional period to achieve compliance.</p>	
Regulation 402 to Regulation 404	Identifying and notification of lead risk work.	<ul style="list-style-type: none"> New duty to identify and notify any lead risk work. <p>An existing duty holder will have the transitional period to achieve compliance.</p>	12 months
Chapter 8 – Asbestos			
Regulation 425 to Regulation 430 and Regulation 448 to Regulation 450 and Regulation 463	Identifying asbestos in the workplace, establishing asbestos registers and management plans for asbestos exposure.	<ul style="list-style-type: none"> This introduces a legal requirement to establish and maintain asbestos registers. <p>These regulations will not commence until 1 July 2013.</p> <p>The National Code of Practice for How to Manage and Control Asbestos in the Workplace has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with these regulations.</p>	18 months
Regulation 413 to Regulation 434	Management of naturally occurring asbestos.	<ul style="list-style-type: none"> This introduces legal requirements around the management of naturally occurring asbestos. <p>These regulations will not commence until 1 January 2013.</p>	12 months
Regulation 445	Training of workers about asbestos.	<ul style="list-style-type: none"> Sets out specific training requirements for worker. <p>During the transitional period, a PCBU is expected to comply with Regulation 43 of the old WHS Laws.</p> <p>The two National Codes of Practice, How to Manage and Control Asbestos in the Workplace and How to Safely</p>	12 months

		Remove Asbestos, have been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with this regulation.	
Regulation 451 to Regulation 457	Requirements about the review of asbestos register prior to demolition and refurbishment activities at a workplace.	<ul style="list-style-type: none"> Establishes the requirement for inspection of asbestos work where demolition work is being carried out. <p>During the transitional period, a PCBU is expected to comply with Regulation 151 of the old WHS Laws.</p>	18 months
Regulation 464 to Regulation 465	Asbestos Removal control plans.	<ul style="list-style-type: none"> Requires a specific asbestos removal plan to be developed. <p>During the transitional period, a PCBU is expected to comply with Section 58 of the old WHS Act.</p> <p>The National Code of Practice for How to Safely Remove Asbestos has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with these regulations.</p>	12 month
Regulation 467 to Regulation 470	Notification and access requirements when asbestos being removed.	<ul style="list-style-type: none"> New requirements regarding the notification requirements before the removal of asbestos. Regulation 470 details the requirements to limit access to the asbestos removal area. <p>These regulations will not commence until 1 January 2013.</p> <p>The National Code of Practice for How to Safely Remove Asbestos has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with these regulations.</p>	12 months
Regulation 471 to	Decontamination and disposal of waste after asbestos removal work.	<ul style="list-style-type: none"> These regulations are new requirements which provide specific details on decontamination facilities and the 	12 months

<p>Regulation 472 and Regulation 483 to Regulation 484</p>		<p>disposal method of asbestos waste and contaminated personal protective equipment.</p> <p>For asbestos removal work commissioned prior to 1 January 2012 these regulations will not need to be complied with until 1 January 2013.</p> <p>The National Code of Practice for How to Safely Remove Asbestos has been approved under the WHS (NUL) Act and is available on the website to assist a PCBU in complying with these regulations.</p>	
<p>Chapter 9 Major Hazard Facilities (MHF)</p>			
<p>Chapter 9</p>	<p>Process for becoming a licensed MHF and the associated risk management requirements</p>	<p>Transitional arrangements are in place to ensure current MHF are licensed to continue to operate under the WHS (NUL) Act. Stakeholders directly affected by the transitional arrangements have been contacted directly</p>	<p>12 months</p>